

Do we have to report our gender pay gap?

Yes, if your organisation had at least 250 employees on the relevant snapshot date



PUBLIC



PRIVATE AND VOLUNTARY

What do we have to report on?

- Mean gender pay gap
- Median gender pay gap
- Mean bonus gap
- Median bonus gap
- Bonus proportions
- Quartile pay bands

When and how do we have to publish the information?

WHEN?



PUBLIC



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- HOW?**
- On your own website
 - On a government website

What should we do?

CIPD

- 1 Talk to your software supplier about data capture options
- 2 Develop a narrative explaining your numbers
- 3 Develop an action plan
- 4 Develop a communications plan for internal and external stakeholders

How to close the gender pay gap?

Consider the impact of:



Who are 'relevant employees'?

